

**THE INFLUENCE OF WORKPLACE SUPPORT PROGRAMMES ON THE JOB
PERFORMANCE OF HIV/AIDS INFECTED EMPLOYEES**

by

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I declare that **THE INFLUENCE OF WORKPLACE SUPPORT PROGRAMMES ON THE JOB PERFORMANCE OF HIV/AIDS INFECTED EMPLOYEES** is my own work and that all the sources that I have used or quoted have been included and acknowledged by means of complete references.

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Mr M.S. Cloete

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DATE

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SUMMARY

The HIV and AIDS pandemic is arguably the greatest threat facing the world today. The pandemic has a far-reaching impact on society, including the workplace. The effect in the workplace is observed in various areas including a reduction in certain skills levels, mortality and declining job performance of employees living with HIV or AIDS. In addition, the fear of discrimination and stigmatisation prevents infected employees from disclosing their HIV status, thus driving the pandemic underground. Despite the potential negative impact that is looming, many employers still do not have any workplace support programmes in place to manage HIV and AIDS in their organisations. However, some employers have implemented workplace support programmes. This research thus explored the influence of workplace support programmes on the job performance of employees that were living with HIV or AIDS. The findings suggest that job performance is positively influenced where workplace support programmes have been implemented.

KEY WORDS

Acquired Immune Deficiency Syndrome (AIDS), Human Immunodeficiency Virus (HIV), job performance, self-concept, psychological contract, influence of HIV or AIDS on individual job performance, workplace support programmes, discrimination, stigmatisation and cost of HIV and AIDS to organisations.